



STATEMENT OF COMPLIANCE OF TITLE IX GENDER EQUITY

FORM R-4

(Adopted 4/1/10 effective 7/1/10) (Adopted 6/22/11 effective 7/1/12) (Adopted & effective 7/2/12) (Adopted 3/28/13 effective 7/1/13) (Adopted 2/12/15 effective 7/1/15) (Adopted 4/2/15 effective 7/1/15) (Adopted 6/12/15 effective 7/1/15) (Revised 3/31/16 effective 7/1/16)

In compliance with State Ed Code Sections 78223, 66271.6, 66271.8, and 67360 et seq. and Federal gender equity laws pertaining to equitable athletic participation opportunities for men and women, respective community colleges, governed under the California Community College Athletic Association, must complete and report the three-part test as indicated on this Form R-4. The three-part test includes: (1) participation proportionate to full-time undergraduate enrollment; or (2) continued program expansion for the underrepresented gender; or (3) fully and effectively accommodating the underrepresented gender. This report provides a member institution with the opportunity to demonstrate compliance using the "three part test," but does not assess compliance with the program components identified by the Federal Office of Civil Rights.

This Form R-4 shall be completed, signed, and electronically submitted (email attachment), along with verification that the most-recent Equity in Athletics Disclosure Act (EADA) Report has been filed and locked, to the CCCAA Director of Membership Services and a copy to the all-sports conference commissioner by November 1 of each year. The original is to be retained in the President's office on campus, as well as a copy in the College's Title IX Coordinator's office. Failure to complete and file all pages of the Form R-4 and verification that the EADA Report has been filed by November 1 will result in the forfeiture of all completed contests until the form is received by the CCCAA Office. Verification can be provided by submitting an electronic copy of the completion certificate available on the bottom of the Survey Navigation /Status screen of the EADA by the individual who submitted/locked the online EADA Survey or a screenshot of the EADA webpage which states the EADA Survey was locked. See completed example at <http://www.cccaasports.org/services/gender>

Please type (tab to the blank lines) to complete the information in the spaces provided

College Monterey Peninsula College Academic Year Reported 2022-23
(Same as EADA Report)

Title IX Coordinator (Name) Jennifer Baughn Phone (831) 646-3038
(Job title) Human Resources Manager and Title IX Officer Email jbaughn@mpc.edu

TEST ONE: PARTICIPATION PROPORTIONATE TO FULL-TIME UNDERGRADUATE ENROLLMENT

Please indicate the rates of full-time undergraduate enrollment and athletic participation. For a formal definition of "participation," please visit the following link to CCCAA Gender Equity: <http://www.cccaasports.org/services/gender>.

Rates of Athletic Participation Compared to Rates of Full-time Undergraduate Enrollment										
Program	Rate of Full-time Undergraduate Enrollment		Rate of Participation in Athletics		Exact Proportionality for Underrepresented Gender*	Number Needed to Reach Exact Proportionality for Underrepresented Gender	# of Teams Currently Offered for Underrepresented Gender	Average Team Size for Underrepresented Gender	Does the college comply with substantial proportionality: (If average team size is less than the number needed to reach exact proportionality, then the college does not comply with Test One.)	
	Total Number	Percentage (%)	Total Number	Percentage (%)						
Women	1,162	52.27%	57	28.22%	158.80	101.80	7	8.1	Yes <input type="radio"/>	No <input checked="" type="radio"/>
Men	1,061	47.73%	145	71.78%						
Totals	2,223	100%	202	100%						
Compare full-time enrollment % to athletic participation % to determine underrepresented gender. Fill in the cells below accordingly: (Columns per above headings)										
Under-represented	1,162	52.27%	57	28.22%					Yes <input type="radio"/>	No <input checked="" type="radio"/>
Over-represented	1,061	47.73%	145	71.78%						

* For an example of exact proportionality calculations, please visit the following link to CCCAA Gender Equity: <http://www.cccaasports.org/services/gender>



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TEST TWO: HISTORY OF AND CONTINUING PRACTICE OF PROGRAM EXPANSION FOR THE UNDERREPRESENTED GENDER

For the underrepresented gender in the athletic program, list the number of athletic participation opportunities added since 1972 or the founding of the college (if after 1972). Provide roster sizes in both the year of implementation and the current Reporting year. If a team was eliminated (suspended), report roster size for the year the team was eliminated (suspended):

History of intercollegiate athletic teams added since 1972	Year Implemented	Number of Participants on Team in Year Implemented	Number of Participants on Team During Reporting Year
1. Women's Basketball	Fall 1973	12	10
2. Women's Softball	Spring 1974	14	16
3. Women's Swimming	Spring 1976	7	--
4. Women's Track & Field	Spring 1976	5	21
5. Women's Volleyball	Fall 1976	11	12
6. Women's Cross Country	Fall 1976	6	see row 9
7. Women's Tennis	Spring 1977	8	6
8. Women's Soccer	Fall 2008	21	--
9. Women's Cross Country	Fall 2016	5	7
10. Women's Beach Volleyball	Spring 2021	12	12
History of intercollegiate teams eliminated since 1972	Year Eliminated	Number of Participants on Team Prior to Elimination (pre-season or prior year)	
Women's Swimming eliminated due to college cost cutting measures and insufficient number of participants	Spring 1995	7	
Women's Cross Country eliminated due to college cost cutting measures and insufficient number of participants. There must be at least 5 runners to place at a meet. In its final year this team had no participants. (Please note that this team was reinstated in Fall 2016)	Fall 2008	0	
Women's Soccer was temporarily suspended in Fall 2016 due to an insufficient number of participants. This sport requires 11 players on the field: thus, a viable team needs at least 15 players on the roster. The coach remained employed and continued to recruit for this sport; the team was reinstated in Fall 2018 with 17 participants.	Fall 2016	8	
The team was again temporarily suspended in Fall 2019 due to an insufficient number of participants.	Fall 2019		



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Please describe the practices and procedures by the college to identify existing athletic interests and abilities, respond to those interests, and expand the program for the underrepresented gender to meet those interests. Note any currently-approved plan for program expansion:
Type here:

The college uses feedback from students, athletic coaches, as well as survey results from college applicants to determine interest in intercollegiate athletics. For the past decade, the college has used a supplemental survey in CCCApply to gauge interest among college applicants in intercollegiate athletics. Applicants indicate their interest in specific sports and their ability level in the sports in which they are interested. Students who identify as "intermediate" or "advanced" in a particular sport are included in the counts of interested students on the following page. Students who identify as "beginner" in a particular sport are not included in the counts on the following page.

Results from the supplemental survey in CCCApply from July 1, 2022 through June 30, 2023 indicate interest in two women's sports not currently offered at the college: (1) swimming/diving, and (2) soccer. Each of these areas is discussed below.

(1) Swimming/diving

The college has monitored the survey results related to women's swimming/diving on an annual basis. Aside from the 2014-15 year, there has been interest in women's swimming since the athletic interest survey was fully implemented in the 2012-13 year. In response to the survey results, the college hosted two meetings since 2014 to better gauge interest in women's swimming. Students who expressed interest in women's swimming via the interest survey were invited to the meeting. In addition, the Athletic Director also extended the invitation to the entire student population via an email sent to all students enrolled at the college. The meeting was also advertised through flyers that were placed at strategic locations throughout the campus. The first meeting, held in spring 2014, drew only two interested students. The second meeting, held in fall 2019, was to gauge interest in women's swimming or in women's beach/sand volleyball. We used the same advertisement process for the fall 2019 meeting that was used in spring 2014. Twenty-two students attended the fall 2019 meeting with about half interested in beach/sand volleyball and the other half in women's swimming. Intercollegiate athletics was suspended from 2020 through 2021 due to the COVID pandemic, and as a result, the college did not monitor nor report survey results on interest in intercollegiate athletics. During 2021-22 and 2022-23, there were 13 and 12 women applicants, respectively, who expressed interest in swimming/diving. The college will continue to monitor survey results and will host an interest meeting should the number of interested women increase.

(2) Soccer

The college established a women's soccer team in fall 2008. Interest in women's soccer, measured by the interest survey, has been strong and consistent since the survey was implemented in the 2012-13 year. However, actual participation has waned in recent years, and the college had to temporarily suspend the team due to an insufficient number of players. The college had planned to host an interest meeting in spring of 2023 to better gauge interest for reinstating women's soccer; however, a more thorough examination of the 31 interested women reported in the 2022 Form R-4 revealed that only 8 identified as "advanced". Similarly, only 7 of the 28 women who expressed interest during 2022-23 identified as "advanced". The college will continue to monitor survey results for this women's sport, and continue to disaggregate survey results by ability level.

For further information regarding Test Two, please visit the Gender Equity page from the CCCAA website: <http://www.cccaasports.org/gender.asp>



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TEST THREE: FULLY AND EFFECTIVELY ACCOMMODATE THE UNDERREPRESENTED GENDER

An institution meets Test Three if it offers every team for the underrepresented sex for which there is sufficient interest and ability for a viable team and sufficient competition for that team in the area where the institution's teams normally compete. If the three factors of interest, ability, and available competition exist for a team not currently offered to the underrepresented gender, then the institution does not meet Test Three. For additional information please see the April 10, 2010 "Dear Colleague" letter from the Office of Civil Rights posted on the Gender Equity page of the CCCAA website at:

<http://www.cccaasports.org/services/gender>

Please provide the total number of applicants interested in athletic participation in the following sports for summer, fall, and spring terms. Also, indicate the dates for data collection and method of survey distribution.

Dates of data collection: From 07/01/22 (mm/dd/yy) to 06/30/23 (mm/dd/yy)

Method of distribution: This college uses a supplemental survey in the college application (Open CCC Apply).

NUMBER OF COLLEGE APPLICANTS INTERESTED IN ATHLETIC PARTICIPATION IN SPECIFIC SPORTS <i>(One Full Academic Year)</i>			
Women's Sports	Number Interested	Men's Sports	Number Interested
Badminton	4	Badminton	0
		Baseball	43
Basketball	91	Basketball	40
Beach Volleyball	4		
Bowling	1	Bowling	8
Crew/Rowing	2	Crew/Rowing	3
Cross Country	10	Cross Country	12
Fencing	0	Fencing	2
Field Hockey	6	Football	65
Golf	7	Golf	10
Gymnastics	4	Gymnastics	4
Lacrosse	4	Lacrosse	8
Skiing/Snowboarding	4	Skiing/Snowboarding	3
Soccer	28	Soccer	54
Softball	20		
Swimming/Diving	12	Swimming/Diving	15
Tennis	10	Tennis	9
Track & Field	38	Track & Field	45
Volleyball	26	Volleyball	13
Water Polo	3	Water Polo	5
Wrestling	2	Wrestling	15
Other:	0	Other:	0



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Additionally:

- 1) For the underrepresented gender, identify the sports offered in the high school interscholastic athletic programs in your recruitment areas that are not currently offered your intercollegiate program. Also, identify whether the number of students participating at the high school level suggests that there would be enough interest and ability to offer a team in that sport at your institution. Please use the CIF data that is available on the Gender Equity page of the CCCAA website under Membership Services.

Sport(s) not currently offered in program	Number of students participating in high schools within the recruitment area	College interest survey results
Women's Soccer	2,088	28
Women's Swimming/Diving	1,442	12

- 2) For any sports identified under step 1, identify whether there is enough competition at an appropriate competitive level for that sport in the area where your current intercollegiate teams normally compete.

Sport(s) identified under step 1	Intercollegiate competition available (A) or not available (N/A) in the area, based on institution's mile radius* of competition:		Action Plan	Outcome
	Miles	150		
Women's Swimming/Diving	<input checked="" type="checkbox"/> A	<input type="checkbox"/> N/A	As noted in the previous section, the college has conducted two interest meetings in the past few years.	The most recent interest meeting was for women's swimming/diving and women's beach/sand volleyball.
	<input type="checkbox"/> A	<input type="checkbox"/> N/A		The college has added women's beach/sand volleyball and will continue to monitor survey results for swimming/diving.
Women's Soccer	<input checked="" type="checkbox"/> A	<input type="checkbox"/> N/A	The college will monitor student interest and reinstate team if there are enough participants.	
	<input type="checkbox"/> A	<input type="checkbox"/> N/A		
	<input type="checkbox"/> A	<input type="checkbox"/> N/A		
	<input type="checkbox"/> A	<input type="checkbox"/> N/A		

- 3) Within the reporting year, how many written requests have been submitted to the College or athletic department to initiate additional sports?

Number: _____ Sports: _____

Again, if there is sufficient interest and ability for a team not currently offered, and there is sufficient competition at an appropriate level for that team, then the institution does not comply with Test Three.

For further information regarding Test Three, please refer to Valerie Bonnette's *Title IX and Intercollegiate Athletics: How It All Works — In Plain English* on pages 52-53, or visit the Gender Equity page from the CCCAA website at: <http://www.cccaasports.org/services/gender>



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Upon completion, the institution's athletic director(s), Title IX coordinator, and college president must sign this Form R-4 and forward a copy, along with verification that the most-recent Equity in Athletics Disclosure Act (EADA) Report has been filed and locked, to the CCCAA Director of Membership Services and a copy to the all-sports conference commissioner by November 1 of each year. The original is to be retained in the President's office on campus, as well as a copy in the College's Title IX Coordinator's office. Failure to complete and file all pages of the Form R-4 and verification that the EADA Report has been filed by November 1 will result in the forfeiture of all completed contests until the form is received by the CCCAA office.

Please indicate which of the three tests the institution meets for compliance with Title IX by checking the appropriate box below

- Test One - Participation Proportionate to Full-time Undergraduate Enrollment
- Test Two - Continuing Practice of Program Expansion for the Underrepresented Gender
- Test Three - Fully and Effectively Accommodate the Underrepresented Gender
- Program is Under Review*

*Programs under review will be provided with recommendations for compliance by the CCCAA Board or designate. Failure to comply with the recommendations may result in the college being deemed "not in good standing" per Article 1.5.4.G.

Disclaimer: An institution's compliance status under the three-part test does not affect or determine the institution's compliance with the other 12 program components reviewed under Title IX (i.e., scholarships, equipment, scheduling, travel, tutoring, coaching, facilities, medical and training facilities and services, housing and dining facilities and services, publicity, support services, and recruitment of student-athletes).

The signatures below indicate that the Form R-4 process has been completed as required in Article 1.5.4.G

Monterey Peninsula College

Name of Institution

Wendy Bates

Athletic Director (type or print)

Wendy Bates
(Please sign)

10/26/23
Date (mm/dd/year)

Additional Athletic Administrator (type or print)
(if applicable)

(Please sign)

Date (mm/dd/year)

Jennifer Baughn

Title IX Coordinator (type or print)

Jennifer Baughn
(Please sign)

10/23/2023
Date (mm/dd/year)

Dr. Marshall Fulbright

College President (type or print)

Dr. Marshall Fulbright
(Please sign)

10-25-23
Date (mm/dd/year)

(7/1/20)